

PROPOSED AMALGAMATION OF SQUIRRELS HEATH INFANT SCHOOL AND SQUIRRELS HEATH JUNIOR SCHOOL

Staff Consultation meeting held at Squirrels Heath Junior School and also held via zoom on the 10 March 2025 @ 6:00 pm

1. Attendance

The meeting was attended by parents from both Squirrels Heath Infant School and Squirrels Heath Junior School.

3 Local Authority Officers were also in attendance.

2. Opening of the Meeting

The meeting was opened by the Chair for the evening, Mr. Trevor Cook (*Assistant Director of Education Services*) who welcomed all. He expressed his appreciation and thanks on behalf of the local authority to all the staff for not just making out time to attend the meeting, but also specifically on the work they are doing to support Havering children and families.

He acknowledged that any change is unsettling but he hoped that the meeting will be an opportunity to present the rationale, benefits of the proposed amalgamation from the local authority's perspective and also gather direct views from staff as part of the consultation process. He also highlighted that in addition, all stakeholders should provide feedback using the online survey questionnaire.

The Chair then explained the format/protocol for the meeting and advised that there would be a presentation from Local Authority Officers. He said that questions can be asked following the presentation and those online can add their questions via the chat function.

3. Local Authority Presentation

The presentation consisted of details of the amalgamation proposal & statutory process, the intended benefits of the proposal if implemented on stakeholders, the impact of the amalgamation on staff and the statutory timeline for implementation if the proposal is approved. (*The presentation is attached as an appendix to this notes*)

4. Questions, Comments and responses

The following represents the questions received from attendees and the responses given by the local authority during the meeting.

Questions/Comments	Local Authority response
In the short term will there be any significant difference in personnel, my child is in the infants, will they see different staff?	In the short term, there will be minimal changes in personnel to ensure continuity for students. Efforts will be made to maintain familiar staff members for the infants. However, we can't predict what the turnover of staff will be.
Will staff still be employed?	Yes, staff will still be employed. All the staff currently in the Infant school will continue to teach in the primary school.
Will there be any change to after school provision?	There will be no immediate changes to after school provision.
Will there be any change to breakfast provision?	There will be no immediate changes to breakfast provision.
Can you confirm whether everyone who is currently employed will still have a place in the new school?	At this moment, we are unable to confirm the status of every individual employee. Rest assured that every effort will be made to ensure a smooth transition and to minimise disruption to the workforce. If there are more staff than posts in the final structure of the primary school, this could potentially lead to a redundancy situation.
Will there still be a deputy head in the infant's side?	If the proposal is implemented, the primary governing body will take responsibility of both key stages. So in terms of the structure of the leadership team, it will be the governing body to determine what this will be.
If the consultation comes back with most not wanting the schools to join will it still go ahead?	The consultation process is designed to gather the views and opinions of all stakeholders involved. If the majority feedback indicates opposition to the schools joining, the LA will carefully consider this input before making a final decision. However, it is important to note that the final decision will take into account various factors, including the educational benefits, financial viability, and long-term sustainability of the proposal.

5. Closure of the Meeting

All the questions and responses will be published on both schools website. All stakeholders were once again encouraged to respond to the online consultation survey with their reasons for or against the proposal.

The Chair thanked all again for making out time to attend and hoped that it will be seen as a meaningful consultation and the LA has provided further information on the process.

He acknowledged that any change can be unsettling but hopefully through this meeting those fears have been put at ease but still advised that they can still put in their feedback.

The meeting was closed at 6:40 pm.